

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 552 - SB 662

March 5, 2015

SUMMARY OF BILL: Effective January 1, 2016, requires employers to grant four hours leave per year to any employee who is a parent, guardian, or person standing in loco parentis of a school-aged child so that the employee may attend or otherwise be involved at the child's school. Identifies criteria required of the employee for eligibility. Specifies allowable requirements of the employer to grant such leave to eligible employees. Prohibits the employer from discharging, demoting, or taking adverse employment actions against an employee who requests or takes leave pursuant to this bill; and permits any such employee to bring a civil cause of action against the employer.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Hours taken off by any state or local government employee under the provisions of this bill are considered unworked, but payable hours; under current law the same hours would be considered hours actually worked and payable. Given the hours are payable hours in either case, no change in salary or wage expenditures for state and local government entities.
- The bill requires eligible employees to make reasonable efforts to schedule the proposed additional leave so to not unduly disrupt the operations of the employer. As a result, the additional leave time will be scheduled and taken such that additional temporary resources will not be required of any state or local government entity.
- There will not be a sufficient number of civil cases for state or local government to experience any significant increase in revenue or expenditures.
- Based on information provided by the Department of Labor and Workforce Development, this bill will have no impact upon the department.
- Any other fiscal impact as a result of this bill will be borne by private employers.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

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- There could be additional business expenditures in some cases if a private employer had to employ temporary staff to complete the work responsibilities of the employee taking additional leave. However, given the employee is required to make reasonable efforts to schedule leave so as to not unduly disrupt operations, any such instances are assumed to be relatively few. As a result, the increase in business expenditures is estimated to be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink, appearing to read "Jeffrey L. Spalding". The signature is fluid and cursive, with the first name "Jeffrey" and last name "Spalding" clearly distinguishable.

Jeffrey L. Spalding, Executive Director

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